



# RESPONSIBILITY REPORT 2025

Building trust through people, planet, and responsible growth

**poddie.com**

# 01

## INTRODUCTION

In 2025, our company continued to deliver on its mission: to manufacture affordable acoustic booths for everyone who struggles with noise in the workplace. As the demand for flexible, quiet spaces grows, we remain committed not only to crafting high-quality products, but also to ensuring responsible, ethical, and sustainable business operations.

This report summarizes our progress and achievements in the areas of employment practices, environmental responsibility, and community & team integration.



# 02

## EMPLOYMENT & WORKPLACE RESPONSIBILITY

### 2.1 Employment Structure and Job Stability

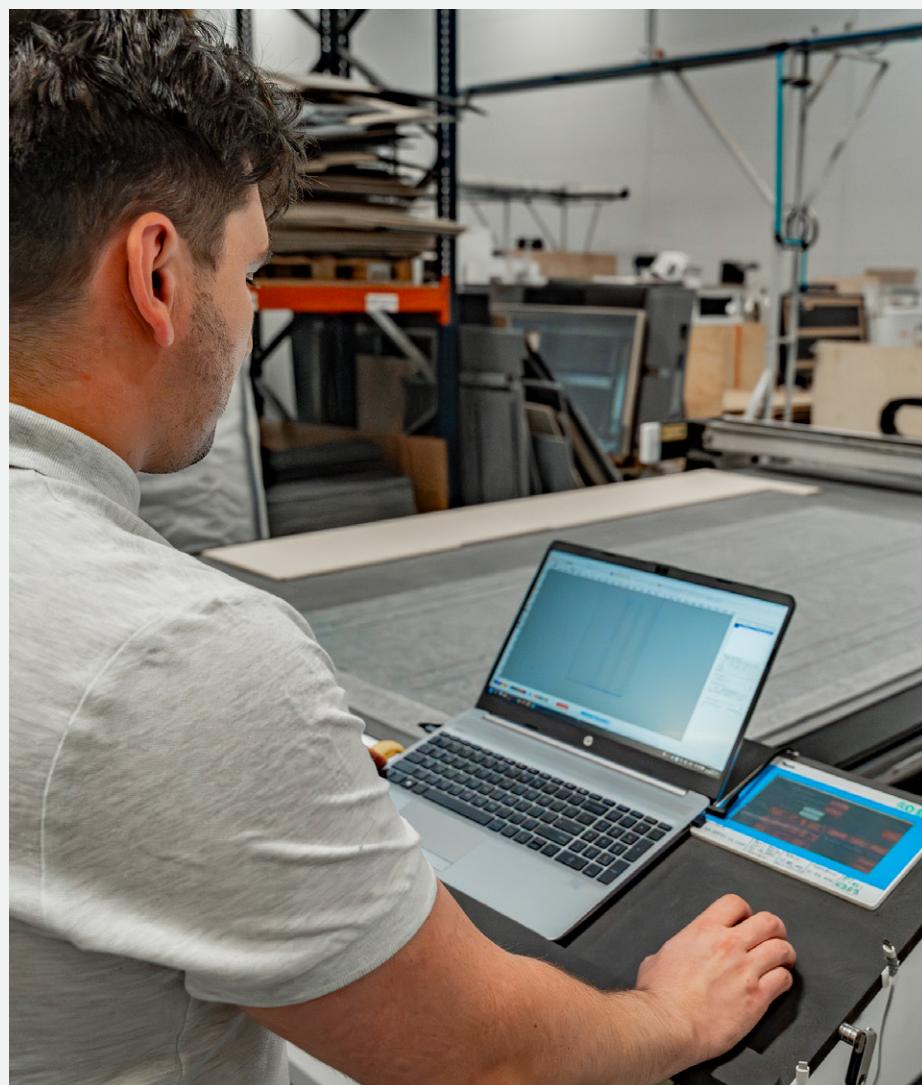
As of the end of 2025, our organization employs 54 people across 3 countries, all hired under contracts of employment, ensuring full legal protection, benefits, and job stability for every team member.



- 91% of employees hold indefinite-term contracts, reflecting our belief that long-term security builds trust, loyalty, and a safer workplace.
- We focus on creating stable, predictable working conditions that empower employees to grow with the company.
- All employment practices follow national labor law and exceed minimum requirements for workplace safety and well-being.

## 2.2 Employee Development and Support

- New employees receive onboarding and role-specific training.
- We encourage continuous learning through internal knowledge-sharing sessions and external training opportunities.
- Our HR policy prioritizes transparent communication, equal opportunities, and fostering a culture of respect.



## 2.3 Health & Safety

Our accident rate remains at 0 per year, supported by regular safety training, risk assessments, and ergonomic workplace design.

# 03

## ENVIRONMENTAL RESPONSIBILITY

### 3.1 Sustainable Materials

**Sustainability is embedded in our product design and manufacturing operations.**

Our acoustic booths are created using primarily recyclable materials, including:

- PET felt panels made from recycled plastics
- Wood from responsibly managed sources
- Aluminium and steel, both easily recyclable and highly durable

By selecting these materials, we reduce our environmental footprint and support the circular economy.



### 3.2 Waste management

- We have implemented a zero-landfill policy in our main facility. All production waste is either reused, recycled or properly segregated.

## 3.3 Energy Efficiency

All booths operate on a 12V low-voltage electrical system, enabling significant energy savings:

- Lower power consumption compared to traditional office equipment
- Safe, efficient operation with minimal environmental impact
- Support for sustainable workplace design by reducing cumulative energy demand

## 3.4 Manufacturing Practices

Our production processes are continuously optimized to:

- Reduce waste
- Improve recycling rates within the factory
- Limit material offcuts through design efficiency
- Minimize emissions and energy usage

## 3.5 Durable Design

Our phone booths are designed and engineered for long-term use, with an expected lifespan of many years. We prioritize robust construction, timeless design, and modular components that allow for easy maintenance, repair, and future upgrades rather than replacement.



## 3.6 Local and Domestic Supply Chain

We prioritize cooperation with local and domestic suppliers as a key element of our responsibility strategy. Whenever possible, we source materials, components, and services from companies located within our region and country. This approach not only reduces transportation-related emissions but also stimulates local economic growth, supports small and medium-sized enterprises, and strengthens regional supply chain resilience. By building long-term partnerships with nearby suppliers, we contribute to job creation, knowledge sharing, and the overall economic stability of the communities in which we operate.

- Sustainable Supplier Standards: We work exclusively with suppliers who comply with our ethical, environmental, and labour standards, ensuring transparency and responsibility across our entire supply chain.



## 3.7 Strategic Importance of Carbon Footprint Transparency

Carbon footprint measurement conducted in 2025 enabled a complete cradle-to-grave understanding of the Poddie Phone's environmental impact. Beyond regulatory expectations, transparency in emissions data provides measurable business value:

- It enables data-driven product improvements by identifying life-cycle hotspots, particularly energy use and acoustic materials.
- Customers increasingly require CO<sub>2</sub>-eq declarations in procurement processes; verified footprint calculations provide a competitive advantage.
- Quantifying climate impact strengthens credibility and prevents greenwashing by replacing generic sustainability claims with measured results.
- Lifecycle analytics support internal decision-making on future material substitutions, logistics optimization, and supply chain collaboration.
- Published footprints can be updated regularly and used as a foundation for Environmental Product Declarations (EPD).
- Transparent reporting builds trust with stakeholders and positions the company among leaders in responsible manufacturing within the acoustic booth market.

This strategic approach turns climate responsibility into market value—where sustainability becomes not only an ethical commitment but also an advantage that differentiates Poddie in the European workspace furniture sector.



# 04

SOCIAL  
RESPONSIBILITY  
& TEAM  
INTEGRATION

## 4.1 Team Integration & Culture Building

**We believe that a strong, connected workforce is the foundation of ethical business.**

To maintain a united and engaged company culture, we invest in regular team-building initiatives:

- Annual Summer Party – open to all employees, designed to celebrate achievements and strengthen relationships in a relaxed environment
- Annual Winter Party – a festive occasion that brings departments together and fosters a sense of community

These events ensure that every team member feels valued, included, and connected to the organization beyond daily duties.



## 4.2 Diversity & Inclusion

We are committed to building an inclusive workplace where:

- Everyone is treated with respect regardless of background
- Hiring practices are fair and transparent
- Internal communication encourages open dialogue

## 4.3 Supporting Local Initiatives

As part of our commitment to social responsibility, we actively support local organizations and community projects, including:

- Stacja Kaźmierz – an initiative focused on building community, culture, and local engagement.
- Donations for local education – in 2025, we prepared and provided desks for a local school – trying to create ergonomic workspace for students.

These actions reflect our belief that strong businesses contribute directly to the well-being of their local communities.



# 05

## OUTLOOK FOR 2026

### Looking ahead, we aim to:

- Expand our team responsibly while maintaining high job-security standards
- Further improve recycling and material-efficiency during production
- Even further reduce carbon footprint of our products
- Introduce new training and professional development programs
- Strengthen community involvement initiatives
- Continue designing accessible, sustainable, and affordable acoustic solutions



# 06

## CONCLUSION

In 2025, we strengthened our commitment to ethical employment, environmental responsibility, and community engagement, ensuring that our mission—to provide affordable, high-quality acoustic booths for anyone struggling with workplace noise—remains at the core of everything we do.

This year marked several key achievements. We proudly obtained the PEFC certification, confirming that the wood we use originates from responsibly managed forests and meets the highest international standards for sustainability. This certification reflects our ongoing effort to ensure that every material in our booths contributes to a healthier planet.

We also intensified our focus on improving production efficiency. By optimizing our cutouts and manufacturing processes, we have reduced material waste and minimized energy consumption across the factory floor. These improvements not only lower our environmental footprint but also increase long-term operational sustainability.



## CONCLUSION

Looking forward, we remain dedicated to further innovation in sustainable design. Our R&D and procurement teams are actively searching for new materials that are even more environmentally friendly, recyclable, or circular, aiming to push the boundaries of what sustainable acoustic solutions can be. This includes exploring bio-based composites, higher-recycled-content materials, and low-impact alternatives for core components.

In addition, we continue to grow our support for local communities and internal culture, recognizing that a responsible business is rooted in both environmental and social stewardship.

As we move into 2026, we remain committed to building a company that not only manufactures exceptional acoustic booths but also sets a benchmark for responsibility, transparency, and sustainable innovation. Main goal is to reduce embodied and operational carbon footprint per Poddie Phone by  $\geq 15\%$  by end of 2026 relative to the 2025 baseline.

